



**DEPARTMENT OF THE NAVY**  
COMMANDER  
NAVAL SURFACE AND MINE  
WARFIGHTING DEVELOPMENT CENTER  
4170 NORMAN SCOTT ROAD, SUITE 4  
SAN DIEGO, CALIFORNIA 92136-5519

IN REPLY REFER TO

NAVSURFMINEWARDEVCCENINST 1402.2A  
N3/7  
21 Mar 17

NAVSURFMINEWARDEVCCEN INSTRUCTION 1402.2A

From: Commander, Naval Surface and Mine Warfighting Development Center

Subj: WARFARE TACTICS INSTRUCTOR PROGRAM APPLICATION GUIDANCE

Encl: (1) WTI Program Application Template  
(2) Sample WTI Application Enclosures  
(3) Guidance for Commanding Officers  
(4) WTI FAQ

1. Purpose. The purpose of this instruction is to establish policies and procedures that govern and support the Warfare Tactics Instructor (WTI) application process. This instruction and enclosures apply to all Naval Surface and Mine Warfighting Development Center (SMWDC) WTI applications.

2. Background

a. The function of the WTI application process is to identify officers for participation in the WTI program. WTIs are the center of gravity for SMWDC, and vital to the readiness of the Surface Warfare community to fight and win across the spectrum of high-end operations. They must be naturally curious about warfighting and tactics, and ready and able to build warfighting expertise in Warships and on Warfare Commander staffs.

b. WTIs are Warriors-Thinkers-Teachers, who must be credible, approachable, and humble and display poise and personality. Specifically WTIs may be called upon to:

(1) Warrior:

(a) Participate in Surface Warfare Advanced Tactical Training (SWATT), to include training and assessing individuals, units, and staffs on advanced warfighting tactics.

(b) Plan and execute live fire exercises.

(c) Provide support to ships, squadrons, strike groups, fleet commanders, naval component commanders, and combatant commanders in advanced warfighting tactics.

(2) Thinker:

(a) Develop, validate, standardize, publish, and revise doctrine and tactics, techniques, and procedures (TTP).

(b) Provide input to other Warfare Development Commands to ensure alignment of doctrine and TTPs both between all mission areas as well as between the operational and tactical levels of war.

(c) Tactical thinking is a priority. WTIs will innovate, experiment, war-game, engage in modeling and simulation to create concept capabilities for the Fleet of the future.

(d) Provide oversight and support of technical research to other Navy organizations, including ONR, SPAWAR, NAVSEA, etc.

(3) Teacher:

(a) If selected to a billet at a WTI schoolhouse, become a subject matter expert (SME) and teach SME topics.

(b) Teach advanced tactics at SWATT inport training events.

(c) As a humble, credible, and approachable expert, seek out and provide informal training at the individual or unit level.

c. Applicants can find an application template in enclosure (1) and a sample application in enclosure (2).

d. Commanding Officers can find additional information on identifying potential WTI candidates, career planning factors for WTIs, the importance of the program to the Surface community, and a blank Letter of Recommendation in enclosure (3).

3. Standard for WTI Selection.

a. The standard for WTI selection is best among fully qualified candidates. SMWDC will conduct selection boards throughout the year in conjunction with PERS-41 Junior Officer shore slates. Selection for the WTI program does not guarantee assignment to a WTI billet; Director, Surface Officer Distribution, Navy Personnel Command is the ultimate authority for surface force officer detailing and placement.

b. Fully Qualified. Fully qualified WTI candidates are SWO qualified, have a recommendation from their most recent afloat Commanding Officer (CO), are eligible to be granted a TS/SCI clearance, and have a history of passing physical readiness test (PRT) scores. The CO's recommendation and traditional performance indicators such as fitness reports, performance summary reports (PSR), and (Body Composition Assessment) BCA and previous summary of PRT scores should be considered to be the primary determinants of a candidate being fully qualified to be a WTI. Note: care should be taken by the Selection Board Chairman and board members to ensure all measures/indicators of potential, such as fitness reports, are

interpreted in the appropriate context. For example, second tour division officers (LTs) are often ranked against Department Heads, which could lead to a perceived decline in performance (i.e., ranked below summary group average and/or reporting senior cumulative average), when in fact the officer has continued to excel.

c. Best Qualified. Best qualified WTI candidates have demonstrated superior performance in at-sea assignments, and are genuinely fascinated with warfighting. They are intrinsically motivated to advance their warfighting knowledge and skills, and are capable of effectively communicating and passing their knowledge along to others. They are professional, articulate, disciplined, credible, confident, and passionate about their chosen discipline. In summary, best qualified candidates have consistently demonstrated potential to be a Warrior-Thinker-Teacher. Primary indicators for best qualified candidates are detailed and frank assessments of WTI potential from a current or former afloat CO and the candidate's personal statement. Additionally, documented recommendations for WTI, other competitive programs, and future career milestones (in FITREP blocks 40 and 41) will be viewed favorably by the board.

d. Additional Board Considerations. WTI Selection boards will take into consideration additional factors when assessing and selecting top talent. For example, shipboard experience in a particular mission area adds credibility to a candidate's package and resume. Selection for Department Head, and acceptance of the Department Head Retention Bonus (DHRB) are indications of long-term commitment to the Surface Warfare community, Navy, and subsequent viability as a WTI. Qualifications as warfare coordinators, tactical action officers/equivalents, and/or other advanced qualifications (e.g. EOOW) add credibility and are indications of initiative and commitment.

e. These considerations and other factors are not requirements or discriminators for WTI selection. They are simply indicators of potential that may be conveyed to and considered by the WTI selection boards. The absence of one or all of these additional factors is not sufficient grounds for a candidate's non-selection as a WTI. However, careful consideration of one or more additional factors may result in the selection of an otherwise not selected candidate. Additional guidance is provided below:

(1) Lack of desire to commit for three-year production tour shall not be viewed negatively by the board.

(2) Non-commitment to DHRB shall not be viewed negatively by the board and will not be a reason for non-selection.

(3) Lack of tactical/operational experience, advanced qualifications, and diversity of sea tours will not be a reason for non-selection.

5. Options for WTI Timing. There are many paths to becoming a WTI; NO option is off the table to include packaging WTI training, production, and graduate education. If you or one of your Officers meets the selection standards, are passionate about warfighting, and are interested in pursuing WTI training and a production tour, contact SMWDC at [SWO\\_WTI@navy.mil](mailto:SWO_WTI@navy.mil) and

PERS-41. Several timing options are listed below and more details can be found in enclosure (4).

a. Standard: Selected for the WTI program as a second tour Division Officer, the candidate completes the WTI curriculum and a production tour during the first shore tour. The standard timeline optimizes WTI production and professional development for the WTI; opportunities to learn and increase Surface Force tactical readiness.

b. Post Division Officer, Second Shore Tour (PDO-2): In some circumstances, timing will support multiple shore tours between Division Officer and Department Head pipeline start. Department Head Retention Bonus (DHRB) is required for this option, and timing is a significant factor in availability of this option.

c. Accelerated Warfighter: Selected for the WTI program as a first tour Division Officer, the candidate completes the WTI curriculum between the first and second Division Officer tours (on separate ships) and a production tour during the first shore tour. DHRB is required for this option.

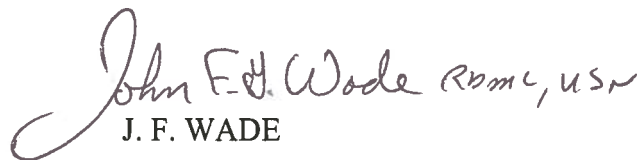
d. Division Officer Sequencing Plan (DOSP) WTI: Similar to accelerated warfighter option. The candidate completes the WTI curriculum between the first and second Division Officer tours (Fleets up on the same ship) and a production tour during the first shore tour. DHRB is required for this option.

e. NPS Fellow: Selected for the WTI program and Naval Postgraduate School as a second tour Division Officer, the candidate completes a degree program at NPS, followed by the WTI curriculum and a production tour during the first shore tour.

f. Post Department Head: Selected for the WTI program as a Department Head, the candidate completes the WTI curriculum and a production tour during the second shore tour.

6. Feedback. In order to continually improve the application process, feedback should be provided to the WTI Program Manager at SWO\_WTI@navy.mil.

7. Review responsibility. The N3/7 is responsible for the maintenance and annual review of this instruction.

  
J. F. WADE

**WTI Application Template**

1520  
Code/Serial #  
DD Mmm YY

From: LT \_\_\_\_\_, USN, Designator

To: Commander, Naval Surface and Mine Warfighting Development Center

Via: Commanding Officer, USS SETSAIL (DDG 1)

Subj: WARFARE TACTICS INSTRUCTOR APPLICATION

- Encl: (1) Current and/or previous Commanding Officer Afloat Recommendation  
(2) Applicant Personal Letter  
(3) Most recent and/or last at-sea competitive fitness report  
(4) Verification of current BCA and PRIMIS summary of previous PFA scores  
(5) Applicant Official Color Photo and  
(6) Applicant Biography  
(7) Applicant OSR (pdf PSR PART I)  
(8) Applicant PSR (pdf PSR PART III)

1. The following nomination package is submitted for consideration to the Navy Surface Warfare Tactics Instructor (WTI) program. Required information is provided below and in attached enclosures.

a. Personal Background:

- (1) First, MI, Last, Rank, Designator
- (2) PRD: MMMYY
- (3) Promotion Year Group/Commissioning Month:
- (4) Current billet:
- (5) Previous billets:
  - (a) Anti-Submarine Warfare Officer, USS XXX (XX 52), Norfolk, VA, June 2007-August 2009
  - (b) Fire Control Officer, USS XXXX (XX 62), Yokosuka, Japan, November 2009-April 2011
- (6) DOD ID #:

(7) Personal Contact:

(a) Work Email:

(b) Personal Email:

(c) Work Phone:

(d) Cell Phone:

(8) Current or previous afloat Commanding Officer contact:

(a) Work Email:

(b) Work Phone:

b. WTI Community Preference: (IAM, AMW, ASW/SUW)

(1) Primary:

(2) Alternate: (if applicable)

(3) I would/would not like to be considered for an alternate WTI program if my primary choice is not available.

c. Preferred billet assignment upon WTI course graduation:

(1) CSCS Det San Diego (Sample)

(2) SMWDC Det Dahlgren (Sample)

(3) Afloat Training Group Norfolk (Sample)

d. Qualifications, watch positions and additional designations:

(1) Anti-Air Warfare Coordinator

(2) Anti-Submarine Warfare Evaluator

e. Individual participation in applicable exercises and/or deployed operations (i.e. "performance at sea"):

(1) USS XXX (XXX XX):

(a) Multiple ASW certifications and exercises during workups and deployments to Fourth, Fifth, and Sixth Fleets.

(2) USS XXXX (XXX XX):

(a) MULTISAIL 2010: As AAWC, I planned and executed two live fire Standard Missile engagements that successfully intercepted inbound targets beyond predicted ranges.

(b) Valiant Shield 2010: Coordinated ASW and AAW exercises.

(c) West Sea Operations 2010: Coordinated ASW and AAW exercises.

(d) Korea BMD Operations December 2010: Coordinated BMD and AAW readiness during real world operations.

(e) Operation Tomodachi: Coordinated CIC readiness.

f. Subject matter expert areas or instructional/training experience: Anti-Air Warfare, Anti-Submarine Warfare, Ballistic Missile Defense.

(1) Sample

(2) Sample (give specifics)

g. Tactical courses completed:

(1) Anti-Submarine Warfare Evaluator (March 2008)

(2) SWOS Advanced Ship handling and Tactics (November 2008)

(3) Aegis CSO Track II (November 2009)

(4) Aegis BMD Systems/TACOPS (November 2009)

(5) Advanced Warfare Training Phase I, II, and III (July-November 2010)

h. List of leadership positions (include number of personnel supervised):

(1) USS XXX (XXX XX): Anti-Submarine Warfare Officer, Public Affairs Officer, Combat Systems Training Team, responsible for 10 personnel.

(2) USS XXXX (XXX XX): Fire Control Officer, Ballistic Missile Defense Officer, Combat Systems Training Team, responsible for 24 personnel.

(3) Flag Aide, Naval Strike and Air Warfare Center (NSAWC) Selected to serve as Flag Aide for NSAWC Commander; responsible for Admiral's schedule and 7 personnel.



(4) Student, Naval Postgraduate School, Graduate School of Business and Public Policy, Masters of Business Administration in Financial Management

- i. I have/have not signed DHRB.
- j. I do/do not have co-location application on file. My husband/wife/spouse/partner is stationed at \_\_\_\_\_.
- k. I have/have not applied for other special programs. I have applied for \_\_\_\_\_.
- l. I have/do not have a Government Travel Card and a Defense Travel System (DTS) account.
- m. I understand that I must apply for a Top Secret clearance and I have my Commanding Officer's support to do so.
- n. I also understand that I have to disclose any disciplinary action that might not be reflected in my official record.
- o. I understand that if accepted, I will be detailed to a follow-on WTI production shore tour for up to two (2) years, and consideration will be given to my Department Head slating to leverage my WTI expertise for the benefit of the Fleet.
- p. I understand choosing to commit to Department Head tours makes me eligible to execute 3 year orders for shore duty. I would/would not like to execute a 3 year WTI production tour.

I. M. SAILOR



Sample WTI Application Enclosures



DEPARTMENT OF THE NAVY

FPOAE [REDACTED]

1520

Ser [REDACTED]  
[REDACTED]

From: Commanding Officer, USS [REDACTED]  
To: Commander, Naval Surface and Mine Warfighting  
Development Center

Subj: ENDORSEMENT OF LTJG [REDACTED] USN

1. [REDACTED] is a willing mentor, eager learner, and avid tactician. He provides skills and experience that are critical to [REDACTED]'s training phases and deployment as well as patient, valued instruction to a new cadre of watchstanders and fellow Junior Officers.

2. He has demonstrated a talent for teamwork and flexibility, forging rewarding personal ties with Carrier Strike Group TEN as well as others across the waterfront. [REDACTED] creation of a personal network has had a measured, positive effect on [REDACTED]'s anti-terrorism program as well as prospects for coherent responses to waterborne threats.

3. LTJG [REDACTED] has been hand-picked to perform as our Surface Warfare Coordinator (SUWC) during Surface and Air Warfare Basic Phase certification events, as well as [REDACTED]'s Cruise Missile Tactical Qualification (CMTQ) course. He is also filling this role during our Board of Inspection and Survey (INSURV) "Shoot All Guns" and Area Defense/Self-Defense rehearsals and demonstrations. Additionally, [REDACTED] will act as our Anti-Submarine Warfare Coordinator (ASWC) and Anti-Submarine Warfare Evaluator (ASWE) for our Undersea Warfare (USW) certification and for our INSURV USW demonstration.

4. [REDACTED] has had the opportunity to mentor two junior Ensigns in CG Division; they have quickly become two of my strongest first tour division officers and are racing towards their own Surface Warfare Officer qualifications. Their continued success, as well as that of CG as a whole, and the Anti-Terrorism and Visit, Board, Search, and Seizure programs, is a testament to [REDACTED]'s leadership and organizational abilities. Additionally, his mentorship has been essential to the qualifications of ten new Anti-Terrorism Tactical Watch Officers (ATTWO) and two SUWCs.

Enclosure(1)

Enclosure (2)

5. I am absolutely confident that [REDACTED] will be a prized asset to the Warfare Tactics Instructor program and that his knowledge and capabilities will be valued by his superiors, his peers, and his prospective students; he has my strongest recommendation for selection for your program. /

[REDACTED]

Enclosure (1)

From: LT [REDACTED] USN, XXX-XX-[REDACTED]/1110  
To: Commander, Naval Surface and Mine Warfighting Development  
Center

Subj: PERSONAL STATEMENT FOR IAMD WTI SELECTION

I was fortunate enough to serve alongside the finest crew onboard USS [REDACTED] (DDG [REDACTED]) for my second Division Officer tour. I was also blessed with a [REDACTED] division that was relentless in its pursuit of system reliability and overall effectiveness. It was truly an honor to manage the weapon system that served as the focal point of our warfighting capabilities. My introduction into the realm of [REDACTED] sparked an immediate interest in advancing my tactical knowledge and overall combat watch standing abilities. I desire to become an [REDACTED] WTI to further augment my tactical understanding of how to fight the ship, utilize our weapon systems, and have the opportunity to continue teaching the next generation of Surface Warriors. My tour as [REDACTED] Officer has solidified my decision to further devote myself to the Surface Navy and grow as a tactician, teacher and leader.

I believe that my selection as [REDACTED] WTI would be a valuable investment for the Surface Community. While onboard USS [REDACTED] I was able to quickly qualify as [REDACTED] Warfare Coordinator and devote myself to becoming the residential expert on [REDACTED]. At that point, I had already qualified as Engineering Officer of the Watch and was therefore able to completely focus on the combat realm. I made it a personal goal to become the most proficient watch stander. I dedicated free time to studying and learning enemy tactics and capabilities. I was later fortunate enough to stand [REDACTED] Warfare Coordinator during a 7th, 3rd and 4th Fleet AOR deployment where I was directly responsible for [REDACTED] exercise coordination with 2 separate [REDACTED]. I was selected to serve as an [REDACTED] Liaison Officer onboard [REDACTED]

during UNITAS PACIFIC and UNITAS ATLANTIC [REDACTED] in order to maximize integrated training. At the conclusion of our 2015 deployment, I was given the opportunity to board for Tactical Action Officer and successfully earned my qualification.

I spent a majority of my second tour rebuilding the Surface Warfare University program in order to properly train the future generation of Junior Officers. The three tier approach was successful in shifting the wardroom focus to a "warfighting first" mentality as well as honing in on tactical skills and sharpening the proverbial mental blade. The program in place proved to be beneficial in expanding my tactical knowledge across other warfare areas in order to become a better multi

Enclosure (2)

dimensional Tactical Action Officer. My dedication to the cause is unparalleled and I will continue to train and dedicate myself to all the requirements of an accomplished Naval Officer. This includes my inherent obligation to train those who desire to continue making the Navy better.

I yearn for the opportunity to prove myself and become an [REDACTED] WTI. Given the tools afforded to me from the program I could successfully utilize them to better train Junior Officers in tactics and also translate those skills into developing as a future Department Head and leader. I am looking forward to accessing the latest technology that our community has to offer. I am extremely proud and honored to be a Surface Warfare Officer and if selected as an [REDACTED] WTI, I will continue to strive for perfection and pass down those pertinent skills needed to make the next generation of warfighters well equipped and ready to fight.

Very Respectfully,

[REDACTED]

Enclosure (2)

# FITNESS REPORT & COUNSELING RECORD (W2-06)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix)		2 Grade/Rate LTJG		3 Desig 1110		4 SSN	
5 ACT <input checked="" type="checkbox"/> PTE <input type="checkbox"/> MACT AY/ADSW/ 365		6 A IHC		7 Ship/Station		8 Promotion Status REGULAR	
9 Occasion for Report		10 Periodic <input type="checkbox"/> 11 Detachment of Individual <input type="checkbox"/> 12 Detachment of Reporting Senior <input checked="" type="checkbox"/> 13 Special <input type="checkbox"/>		14 From 16MAR01		15 To 16APR29	
16 Not Observed Report <input type="checkbox"/>		17 Regular <input checked="" type="checkbox"/> 18 Concurrent <input type="checkbox"/> 19 OpsCdr <input type="checkbox"/>		20 Physical Readiness N		21 Billet Subcategory (if any) NA	
22 Reporting Senior (Last, FI MI)		23 Grade CDR		24 Desig 1110		25 Title CO	
		26 UIC		27 SSN 000-00-0000			
28 Command employment and command achievements Sustainment Phase, Ready Duty Ship, Battle "E" Award, Baseline 9C OT, TOWEX, READ-E 3, CNAV 6A2, SMC 1.2, SAR 1.263, HOB-A 1.142, Change of Command.							
29 Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)							
For Mid-term Counseling Use (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32)		30 Date Counselor NOT REQ		31 Counselor		32 Signature of Individual Counselor	
PERFORMANCE TRAITS 1 0 - Below standard/not progressing or UNSAT in any one standard; 3 0 - Does not yet meet all 3 0 standards; 3 0 - Meets all 3 0 standards; 4 0 - Exceeds most 3 0 standards; 5 0 - Meets overall criteria and most of the specific standards for 5 0 Standards are not all inclusive							
PERFORMANCE TRAITS	1 0 Below Standards	3 0 Meets Standards	4 0 Above Standards	5 0 Greatly Exceeds Standards			
33 PROFESSIONAL EXPERTISE Professional knowledge, proficiency and qualifications  NOB <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Lacks basic professional knowledge to perform effectively</li> <li>Cannot apply basic skills</li> <li>Fails to develop professionally or achieve timely qualifications</li> </ul>	<ul style="list-style-type: none"> <li>Has thorough professional knowledge</li> <li>Competently performs both routine and new tasks</li> <li>Steadily improves skills, achieves timely qualifications</li> </ul>	<ul style="list-style-type: none"> <li>Recognized expert, sought after to solve difficult problems</li> <li>Exceptionally skilled, develops and executes innovative ideas</li> <li>Achieves early/highly advanced qualifications</li> </ul>	<input type="checkbox"/>			
34 COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY Contributing to growth and development, human work, community  NOB <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Action counter to Navy's mission/ readmission goals</li> <li>Uninvolved with mentoring or professional development of subordinates</li> <li>Action counter to good order and discipline and negatively affect Command/ Organizational climate</li> <li>Demonstrates discriminatory behavior to value differences from cultural diversity</li> </ul>	<ul style="list-style-type: none"> <li>Positive leadership supports Navy's mission/ readmission goals</li> <li>Active in decreasing attrition</li> <li>Action adequately encourage/support subordinates' personal/professional growth</li> <li>Demonstrate appreciation for contributions of Navy personnel. Positive influence on Command climate</li> <li>Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EOE/ED policy</li> </ul>	<ul style="list-style-type: none"> <li>Meets duty contributes to Navy's mission/ readmission and reduced attrition objectives</li> <li>Proactive leader/exceptional manager involved in subordinates' personal development leading to professional growth/sustained excellence</li> <li>Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate</li> <li>The model of achievement. Develops unit cohesion by valuing differences as strengths</li> </ul>	<input checked="" type="checkbox"/>			
35 MILITARY BEARING/ CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values  NOB <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Consistently unsatisfactory appearance</li> <li>Unsatisfactory demeanor or conduct</li> <li>Unable to meet one or more physical readiness standards</li> <li>Fails to live up to one or more Navy Core Values. HONOR, COURAGE, COMMITMENT</li> </ul>	<ul style="list-style-type: none"> <li>Excellent personal appearance</li> <li>Excellent demeanor or conduct</li> <li>Complies with physical readiness program</li> <li>Always lives up to Navy Core Values HONOR, COURAGE, COMMITMENT</li> </ul>	<ul style="list-style-type: none"> <li>Exemplary personal appearance</li> <li>Exemplary representative of Navy</li> <li>A leader in physical readiness</li> <li>Exemplifies Navy Core Values HONOR, COURAGE, COMMITMENT</li> </ul>	<input checked="" type="checkbox"/>			
36 TEAMWORK Contributes toward team building and team results  NOB <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Creates conflict, unwilling to work with others, puts self above team</li> <li>Fails to understand team goals or teamwork techniques</li> <li>Does not take direction well</li> </ul>	<ul style="list-style-type: none"> <li>Reinforces others' efforts, meets personal commitments to team</li> <li>Understands team goals, employs good teamwork techniques</li> <li>Accepts and offers team direction</li> </ul>	<ul style="list-style-type: none"> <li>Team builder, inspires cooperation and progress</li> <li>Talented mentor, focuses goals and techniques for team</li> <li>The best at accepting and offering team direction</li> </ul>	<input checked="" type="checkbox"/>			
37 MISSION ACCOMPLISHMENT AND INITIATIVE Taking initiative, planning/organizing, achieving mission  NOB <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Lacks initiative</li> <li>Unable to plan or prioritize</li> <li>Does not maintain readiness</li> <li>Fails to get the job done</li> </ul>	<ul style="list-style-type: none"> <li>Takes initiative to meet goals</li> <li>Plans/prioritizes effectively</li> <li>Maintains high state of readiness</li> <li>Always gets the job done</li> </ul>	<ul style="list-style-type: none"> <li>Develops innovative ways to accomplish mission</li> <li>Plans/prioritizes with exceptional skill and foresight</li> <li>Maintains superior readiness, even with limited resources</li> <li>Gets jobs done earlier and far better than expected</li> </ul>	<input checked="" type="checkbox"/>			

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ENCLOSURE (3)



**FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)**

RC3 BUPERS 1610-1

1. Name (Last, First, Middle Initial)		2. Grade/Rate		3. Design		4. SSN	
		LTJG		2110			
PERFORMANCE TRAITS	10° Below Standards	20° Pro- gressing	30° Meets Standards	40° Above Standards	50° Greatly Exceeds Standards		
38. LEADERSHIP Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>Neglects growth/development as welfare of subordinates</li> <li>Fails to organize, creates problems for subordinates</li> <li>Does not set or achieve goals relevant to command mission and vision</li> <li>Lacks ability to cope with or tolerate stress</li> <li>Inadequate communication</li> <li>Tolerates hazards or unsafe practices</li> </ul>		<ul style="list-style-type: none"> <li>Effectively stimulates growth/development in subordinates</li> <li>Organizes successfully, implementing process improvements and efficiencies</li> <li>Sets/achieves useful realistic goals that support command mission</li> <li>Performs well in stressful situations</li> <li>Clear, timely communication</li> <li>Ensures safety of personnel and equipment</li> </ul>		<ul style="list-style-type: none"> <li>Inspiring motivator and trainer, subordinates reach highest level of growth and development</li> <li>Superb organizer, great foresight, develops process improvements and efficiencies</li> <li>Leadership achievements dramatically further command mission and vision</li> <li>Perseveres through the toughest challenges and inspires others</li> <li>Exceptional communicator</li> <li>Makes subordinates safety-conscious, maintains top safety record</li> <li>Constantly improves the personal and professional lives of others</li> </ul>		X
39. TACTICAL PERFORMANCE (Warfare qualified officers only) Basic and actual employment of weapons systems	<ul style="list-style-type: none"> <li>Has difficulty attaining qualifications expected for the rank and experience</li> <li>Has difficulty in ship(s), aircraft or weapons systems employment</li> <li>Below others in knowledge and employment</li> <li>Warfare skills in specialty are below standards compared to others of same rank and experience</li> </ul>		<ul style="list-style-type: none"> <li>Attains qualifications as required and expected</li> <li>Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment</li> <li>Warfare skills in specialty equal to others of same rank and experience</li> </ul>		<ul style="list-style-type: none"> <li>Fully qualified at appropriate level for rank and experience</li> <li>Intensively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment</li> <li>Warfare skills in specialty exceed others of same rank and experience</li> </ul>		X
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, CEC, CO, Major Command, War College, PG School.							
				DEPT HEAD AFLOAT		PG SCHOOL	
41. COMMENTS ON PERFORMANCE: * All 10 marks, three 20 marks, and 20 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Point (10 or 12 Point) only. Use upper and lower case.							
<p>... MY #1 OF 32 DIVISIONS OFFICERS IN A 4-TIME BATTLE "E" AWARD WINNING WARDROOM! ...</p> <p>... FIRE AND FORGET DIVISION OFFICER... AIR DEFENSE NINJA... STALWART WATCHSTANDER ...</p> <p>- COMMAND PRESENCE. Led CF Division through sustainment phase following a demanding WESTPAC deployment through the "best executed READ-3 on the Pearl Harbor waterfront." His contributions during READ-E 3 preparations provided [redacted] with an AEGIS Weapon System that accounted for 80 hours of BFTT scenario training for over 40 watchstanders and four Combat Watchteams. His actions resulted in Air Warfare re-certification achieving a score of 100% and directly contributed to [redacted] receiving a fourth Battle "E" award for 2015.</p> <p>- EFFICIENT MANAGER. An essential contributor while activated as assist ship during THIRD Fleet Baseline 9C testing for JOHN PAUL JONES. Expertly led and managed the maintenance and operation of the AEGIS Weapon System and CEC. His leadership resulted in optimized system reliability allowing for surface and air engagements in a multi-ship network environment including successful utilization of the SM-6 missile.</p> <p>- DYNAMIC TACTICIAN. As Air Warfare CBTT leader, he personally groomed, trained and qualified 4 AAWCs. A recognized tactical SME and my most trusted junior officer watch stander, he was hand selected as the lead AAWC for READ-E 3 sustainment events.</p> <p>... LTJG [redacted] IS A FRANCHISE PLAYER! READY NOW FOR DEPT HEAD AFLOAT! ...</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL				X			COMMANDING OFFICER
43. SUMMARY	X	0	0	7	0	0	
45. Signature of Reporting Senior				46. Signature of Individual evaluated "I have been this report, been apprised of my performance, and understand my right to submit a statement"			
[redacted] Date 21APR16				[redacted] I intend to submit a statement [redacted] I do not intend to submit a statement [redacted]			
Member Team Average				Summary Group Average			
[redacted]				[redacted] Date 27APR16			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
[redacted]							
Date							

NAVPERS 1610-1 (11) FOR OFFICIAL USE ONLY - PRIVACY ACT SENSITIVE

ENCLOSURE (3)

# PRIMS

Physical Readiness Information Management System

## PFA Listing All Cycles

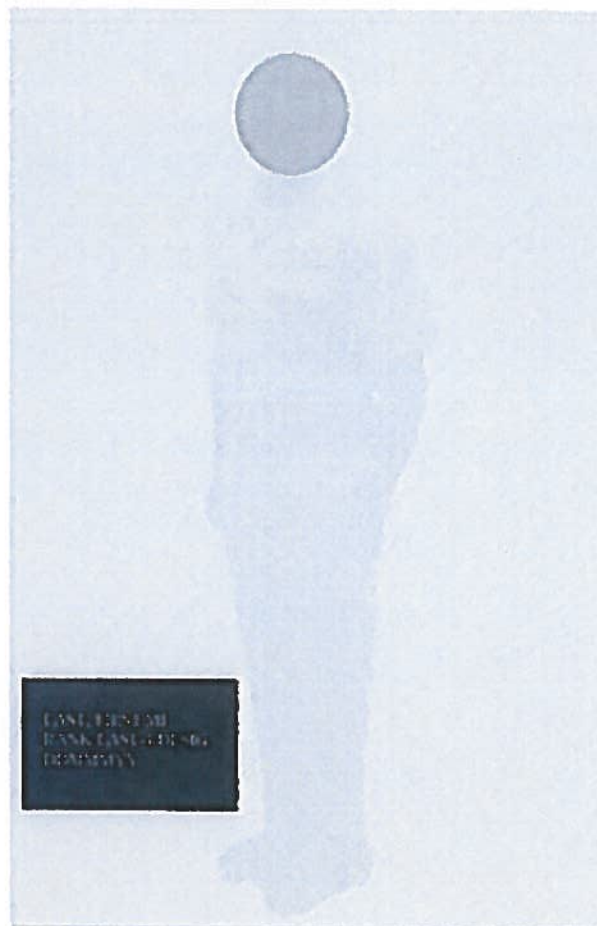
UIC

Cycle	PFA ID	Station	UCA Participation	IP%	BCR Results	PRT Date	PRT Participation	PRT Result	PRT Remarks
2016 1	63824	04/29/2016	Participant		Pass	05/04/2016	Participant		OUTSTANDING MEDIUM
2015 2	63824	11/03/2015	Participant	19	Pass	11/06/2015	Participant		EXCELLENT
2015 1	63824	05/11/2015	Participant	14	Pass	05/13/2015	Participant		OUTSTANDING
2014 2	57091	10/27/2014	Participant	14	Pass	10/30/2014	Participant		OUTSTANDING
2014 1	23183	04/11/2014	Participant		Pass	04/17/2014	Participant		OUTSTANDING
2013 2	23183	10/29/2013	Participant		Pass	10/30/2013	DEP/OP		
2013 1	23183	04/10/2013	Participant	16	Pass	04/11/2013	DEP/OP		
2012 2	23183	11/28/2012	Participant	20	Pass	11/30/2012	Participant		OUTSTANDING
2012 1	23183	05/21/2012	Participant	14	Pass	05/23/2012	Participant		OUTSTANDING
2011 2	23183	10/11/2011	Participant	18	Pass				
2011 1	68692	05/04/2011	Participant		Pass	05/06/2011	Participant		OUTSTANDING MEDIUM

Enclosure (4)



OFFICER PHOTOGRAPH			SUPPORTING DIRECTIVE MILPERSMAN ARTICLE 1070-100	
PRIVACY ACT STATEMENT				
AUTHORITY AUTHORITY TO REQUEST INFORMATION IS DERIVED FROM 5 UNITED STATES CODE 301, DEPARTMENT REGULATIONS AND FROM E O 9397				
PURPOSE PHOTOGRAPHS SUBMITTED BECOME PROPERTY OF THE DEPARTMENT OF THE NAVY FOR OFFICIAL PURPOSES				
ROUTINE USES THE PHOTOGRAPH AND SUBMISSION SHEET IS FILED IN THE OFFICER'S OFFICIAL RECORD WHICH IS USED IN THE PERSONNEL MANAGEMENT OF NAVAL OFFICERS (I.E. IDENTIFICATION AND FOR OFFICIAL PRESS RELEASES) WHEN REQUIRED				
DISCLOSURE COMPLETION OF THIS FORM AND SUBMISSION OF THE PHOTOGRAPH IS MANDATORY				
1. NAME (LAST, FIRST, MI):	2. GRADE:	3. SSN (FULL):	4. DESIGNATOR:	5. DATE PHOTO TAKEN (YYYYMMDD):
[REDACTED]	03	[REDACTED]	1110	20141120



6. MEMBER'S FULL SIGNATURE:	[REDACTED]
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[Reset Form] [Print Form]	

Enclosure (5)

**LT John P. Jones, USN**



Originally from Raleigh, North Carolina, Lieutenant Jones , is a 2011 graduate of the United States Naval Academy with a Bachelors of Science degree in History.

His initial sea tour was based out of Yokosuka Japan onboard USS Cowpens (CG-63) then USS Antietam (CG-54) following a 2012 hull swap. He served as the Electrical Officer and the Gunnery Officer during this tour. While conducting his initial sea tour, LT Jones completed five patrols within the challenging Seventh Fleet area of responsibility. His patrols onboard USS Antietam included bridge and combat watches during CITADEL PACIFIC (2013), TALISMAN SABER (2013) and Humanitarian Assistance Disaster Relief operations in support of operation DAMAYAN (2013).

Following his tour onboard USS Antietam, LT Jones reported to USS Whidbey Island as the Anti-Terrorism Officer. Onboard WHIDBEY ISLAND, LT Jones qualified as Tactical Action Officer (TAO), and successfully participated in BOLD ALIGATOR (2014) as well as multiple Surface Warfare and Anti-Terrorism Force Protection certification exercises.

LT Jones reported to LCS Squadron One in 2015 as the Mission Package Training Team Lead and TAO assessor. He is currently conducting an Individual Augmentee assignment with the USCENTCOM Joint Security Office (FWD) based in Qatar.

His awards include the Navy Commendation Medal (x awards), Navy Achievement Medal (x awards), and various other personal, unit, and service awards.

Enclosure (6)

NAVSURFMINEWARDEV CEN INST 1402.2A  
21 Mar 17

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NAME				YG		DATE PROC: 161029			
SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF. SERV. DATE	FOR BOARD USE			
		1110							
HIGHEST FLAG	CAPT	COR	LEDR	LT	LTJG	ENS	HIGHEST CWO		
PRESENT DUTY STATION					PRESENT BILLET				
NSWDC									
EDUCATION					SERVICE SCHOOLS ATTENDED				
COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF.	NUB-SPEC	COURSE: AFL STO & RETR				
	14 MASTER	BUS ADM		3000P	DATE/WEKS: 1411 05				
	11 BACH/1 PR	FINANCE			COURSE:				
					DATE/WEKS:				
					COURSE:				
					DATE/WEKS:				
ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE	YEAR	MONTH	HIGHEST RAT/GRADE	REMARKS				
					SELECTED FOR SWO DEPT HD CRSE				
		PERSONAL DECORATIONS							
		NAV COM 03							
		NAV ACHV 05							
OFFICIAL QUALIFICATIONS									
1	STF OPS&PLN	7	OOD FLEET 03	13					
2	SHF ELC	8	EDOWGASTURB	14					
3	STF INTR 03	9		15					
4		10		16					
5		11		17					
6	NTDS TAO 03	12		18					

ENCLOSURE (7)

PERFORMANCE SUMMARY REPORT					FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE					DATE OF REPORT: 10-08-16											
NAME (LAST, FIRST, MIDDLE)				DESIG/RATE		SSN		PAGE 1 OF 1													
PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR NAME PG TITLE		TRAITS					AVERAGES		PROMOTION REC					PRT	RPT TYPE	
							1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP			
01		DIVO	052912 092812	4		06	CO	0	0	1	4	1	4.00 3.90	60 4.03	0	0	X 11	0	0	N	RG
01		MP DIVO	092912 051113	8		06	CO	0	0	0	5	1	4.17 3.85	43 4.01	0	0	X 9	0	0	PP	RG
01		DI DIVO	060113 040214	10		06	CO	0	0	0	4	3	4.43 4.26	56 4.00	0	0	X 5	0	0	B	RG
02		AST LT	040314 080114	4		06	CO	0	0	0	3	4	4.57 4.57	21 4.49	0	0	X 1	0	0	P	RG
02		FCO	080214 022815	7		05	CO	0	0	1	6	0	3.86 3.94	8 3.95	0	0	X 7	0	0	P	RG
02		FCO	030115 022916	12		05	CO	0	0	0	6	1	4.14 3.80	24 3.83	0	0	X 8	0	0	PB	RG
02		FCO	030116 042916	2		05	CO	0	0	0	5	2	4.29 3.81	34 3.83	0	0	X 7	0	0	N	RG

ENCLOSURE (8)

### **Commanding Officer's Guidance**

1. The Commanding Officer's (CO) recommendation plays a vitally important role in helping a WTI selection board determine an applicant's suitability for the WTI program. CO's must provide frank assessments that clearly describe why an applicant has the potential to be a Warfare Tactics Instructor; a WARRIOR-THINKER-TEACHER!

2. Paragraph (4) of this instruction outlines the standards for WTI selection, and lists criteria for "best qualified" applicants and "additional considerations" for WTI selection. CO's recommendation letters should highlight the best qualified and additional attributes of their applicant, especially if these indicators of potential aren't made clear in other components of the application. In addition to paragraph (4) the following suggestions are provided:

a. Poise and personality. WTIs are operating in diverse environments with diverse audiences. The same WTIs training combat watch-teams on our warships and operational staffs are often requested and tasked with conducting Flag level briefings. CO's recommendations should convey an applicant's potential to comfortably and effectively operate (fight-think-teach) in a variety of situations from training junior enlisted sailors to Fleet Commanders.

b. Service record review/amplification. It is recommended that CO's review the entire application prior to drafting their recommendation in order to address potential shortfalls or details in an application that may be viewed negatively by the board. An officer "stuck in traffic," PRT failures, failing to achieve advanced qualifications, etc. are good examples of shortcomings that may be justified or have mitigations from the CO's perspective.

c. Experience. Experience in a particular mission area is not required to be selected for WTI. The CO's recommendation should highlight on an applicant's potential to make an impact as in their desired mission area(s).

3. Role players. SMWDC is an organization in which top TACTICAL athletes can excel. Championship TEAMS aggressively cultivate excellence, and develop TEAMS with track records of identifying and developing talent that greatly contributes to their success. CO's are encouraged to identify and recommend the tactical innovators who are naturally curious and passionate about weapons and tactics, but who may not be breakout performers based on traditional SWO measures of potential. If you have questions regarding a potential role player in your wardroom and their suitability for WTI, don't hesitate to reach out to [swo\\_wti@navy.mil](mailto:swo_wti@navy.mil).

4. Career Planning Factors: With the work required from a WTI during a production tour, the standard model of graduate education during the first shore tour can be difficult for a WTI. However, there are multiple options to complete a graduate degree: the Instructor Program, NPS Distance Learning, Naval War College Fleet Scholars Program(FSP), WTI Fellowship Program, Graduate Education Vouchers, Fellowships, and the FSP are all available to WTIs. If a WTI is unable to complete a graduate degree prior to Department Head tours, their detailer will work with them to obtain graduate education following their Department Head tours. Bottom Line: being a WTI is hard work that is making the Surface Community better. If you have an officer passionate about doing that hard work, their career will not suffer!





## **WTI Frequently Asked Questions...**

### ***1. How do I apply to be a WTI?***

- A sample application can be obtained by contacting the SMWDC WTI Program Manager at ([SWO\\_WTI@navy.mil](mailto:SWO_WTI@navy.mil))
- Your detailers will point you in the right direction as well.

### ***2. When should I apply to be a WTI?***

- APPLY AT ANY TIME!
- APPLY WHEN READY!
- If selected you will be placed into a bank of WTI selects and be eligible for future WTI assignments.

### ***3. Graduate Education:***

- The priority for WTIs in their production tour is production; investing in our talent, building expertise and professional portfolios, and empowering WTIs to raise the tactical proficiency of the Surface Force.
- **BUT!** SMWDC is committed to providing our WTI cadre with grad-ed opportunities, and many opportunities for graduate education exist! NOTHING is off the table.
- Timing is a factor (lining up Grad-ed start/stop with WTI start/stop with Production...can be challenging) so contact your detailer EARLY! Attaining quotas for the following programs is via a rolling application and selection process.
  - GEV and 24/12
  - War College...both pre/post DH
  - NPS DL and WC Fleet Seminar – HUGE (nearly 100%) location overlap and we have several WTIs currently enrolled...
  - FSEP (Fleet Scholar Education Program) – WTIs will consistently be competitive candidates (one WTI is currently selected)
  - WTI Fellowship at NPS: Intelligently bundles NPS resident master's degree, WTI training pipeline, and WTI production tour. (~ 17 WTIs have completed NPS degrees prior to joining the program)
- Bottom line...Not all WTIs will complete Grad Ed in the first shore tour, but NUMEROUS opportunities exist. Keep your detailer and the WTI Program Manager informed. Engage early! Have a plan – we're willing to explore ALL options.

### ***4. How will becoming a WTI impact my career progression?***

- WTI billets are among the most competitive in our community.
- The WTI program aligns with existing and future SWO career paths/milestones.
- SMWDC and PERS-41 coordinate to ensure that WTI talent is matched to task, and that WTIs have the most potential for maximizing their community impact.
- WTI AQDs (KW1 – ASW-SUW, KW2 – IAMD, and KW3 – AMW) are valued at both administrative and statutory boards, and are specifically addressed in board precepts.

### ***5. Can LDOs and CWOs participate in the WTI program?***

- LDOs and CWOs bring a tremendous amount of diversity and experience to the program
- We welcome ALL LDO/CWO applications
- 17 have completed or are on track to complete the program
- Career timing/and production tour billets are considered during the selection/slating process



**6. WTIs can be any DH (including CHENGs).**

- NOTE: There is no relationship between WTI and PTO

**7. Not-Selected – Can I apply again?**

- Yes.
- But ensure that your application package portrays/conveys the specific steps you've taken to improve/increase your potential to be a Warrior-Thinker-Teacher
- We provide feedback to all non-selects who ask for it.

**8. Lots of “eaches”...WTI during DH stash time, WTI between DH tours, DOSP WTI, etc...?**

- **Bottom line:** Apply! ALL applications will receive a fair look.
- If selected, we'll have the conversation, and SMWDC Commander will make the tough calls in close coordination with other community stakeholders...

**9. Application lessons learned?**

- Sell yourself to the Board!
- Attention to detail (consider it a graduate education application...)
- Personal letter must reflect genuine desire and convey potential
- Boiler-plate CO recommendation letters are transparent to the board.
  - Ensure your CO takes care of you! If there is any ambiguity in a FITREP due to timing or traffic, ensure your CO provides an explanation in their recommendation letter. Some examples: "I put LT XXX below my RSCA because he was a newly promoted LT and ranked against DHs," or "New-guy report - LT XXX is on track to break above RSCA on the next report. Don't disadvantage him because of timing." "Imminent SUWC qual - delayed due to maintenance schedule!" Etc... Also make sure they address what sets your officer apart from other highly qualified candidates. What do they see in you that stands out/conveys potential to be a WARRIOR-THINKER-TEACHER?
- Superior performance at sea is a must!
- Passing the PFA matters!

**10. Candidate Guidelines**

- We're looking for top athletes in our wardrooms who have a genuine interest/a passion/who are fascinated with warfighting
- So some things to think about as you do this are the “Three P's” when talking about the “soft qualities” of a WTI:
  - **Potential:** To be a WTI you must have the potential (aptitude) to successfully complete the training pipeline and develop as a Warrior/Thinker/Teacher.
- **Personality:** To succeed as a WTI you must be a team player. You will interface with joint partners, engineers, civilian experts, not to mention Sailors and Marines of diverse backgrounds. You must be personable/able to relate. “The brand” is only as strong as the weakest WTI...
- **Poise:** WTIs must have the self-confidence and composure to teach/instruct/brief/debrief in all training environments. You must be able to give honest/frank feedback to superiors and subordinates while controlling emotions.





### **11. What do WTIs do?**

- **WTIs are the engine behind everything SMWDC does.**
  - Warrior-Thinker-Teacher – attributes AND actions
  - They lead advanced tactical training during all phases of the OFRP and at all levels (individual, unit, integrated/advanced, and joint levels).
  - They develop, validate, standardize, publish and revise doctrine and TTP for surface and mine warfare forces.
  - And they are surface force subject matter experts in tactical instruction, systems, capabilities and/or missions.
  - They form a cadre, a network of warriors, thinkers, and teachers who form the tactical center of gravity for surface and mine warfare forces.
  - We INVEST in their talent – a powerful concept! That will reap HUGE benefits!
  - Specific EXAMPLES of WTI-led projects:
    - Non-traditional ISR and Targeting
    - SeaRAM
    - SM-6 ASuW
    - MSLEX
    - Air Defense Strike Group Facility/Fallon, NV
    - Counter UAS
    - Coordinated ASW (SCC Ops, etc.)
    - SWATT
    - And many more...

### **12. Nuclear Officers**

- 10 nuclear trained officers have applied for WTI – 7 have been selected!
- We have specific language in our selection board precept to ensure nuclear trained officers are not disadvantaged...Here are some specific, nuke-related TPs...

1. Nukes may feel they won't have the shore time on the back end to do the COI and get the production tour because they have to go to DH school (if they were potential DH signers). Nukes have a longer pipeline (1 yr long training after 1st DIVO tour assuming no delays and longer DIVO tour).

This misconception is usually based on the 7.5 YCS mark to get to DH school. While that is the earliest, there is some flexibility in timing; contact your detailer to confirm.

In general, most officers YG10 and junior have the time to get a full shore tour AND still not be affected by O-4 timing for when they go to DH school.

2. Nukes know they are weaker than SWO counterparts in SWO experience/tactical knowledge.
  - Nukes don't get the AEGIS training that FCO/Trainos/ASWOs get. And, they miss out on another 2 years of experience as ship-drivers/navigation/OOD stuff that their peers get, which starts to matter for long term career planning. Those are important factors that they need to make up in DH school and first tour, and they know that.
  - Because of this, there are many nukes (whether on the fence or committed) that are extremely interested in the WTI program. It gives them a taste of the community that they may not have developed from their first tour, AND it makes them better/more knowledgeable SWOs should they stay in. For those reasons, getting a nuke into the program is a WIN/WIN for the individual and the community (getting a better DH product on the back end, which is the point of the program).



3. Nukes may feel that they don't have the experience/quals to compete against their peers for the WTI program.
  - Similar to #2 above, they don't have the second SWO tour to build on. So when comparing their records to others that do, they feel like they would be setback, or at least not as competitive. The same could be said about applying for ASW/SUW against someone who was an ASWO (ASWE qual'd second tour).
  - **While nukes do not have similar experience, the WTI program wants folks who perform at sea, have good records/fitreps, good recommendations, and a strong desire/passion for tactics!**
  - The reality is that most nukes are very smart and the academically rigorous nuclear training pipeline does a good job of setting them up for success should they make it through. They have a strong shot at successfully completing the COIs and performing well, even without the quals/experience. They can learn it. They can adapt.
4. Nukes will not have the time for the additional year off for grad ed that is allotted for other conventional SWOs:
  - Nukes are likely NOT to have dedicated time after production tour to work on grad-ed. Their timeline is certainly compressed, and after production are approaching DH school timing.
  - BUT! NPS DL and NWC Fleet Seminar, etc. are great options. Most production tour commands are willing to work with you to meet this milestone!



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## WTI Experience & PRODEV

### WTI Training

- **Baseline:** 2 weeks (San Diego)
- **IAMD:** 16 weeks Dahlgren / 1 week Fallon
- **ASW-SUW:** 8 weeks ASW / 6 weeks SUW (San Diego)
- **AMW:** 11 weeks (Little Creek)
- **Future:** Re-Blue Opportunities
- **Future:** WTI currency & proficiency

### Production Tours

- Mature as Subject Matter Experts (SME)
- WTIs hone skills as instructors/trainers
- Own TTP and TACDEV
- **Locations:** SMWDC, CSCS, ATG, SWOS, TTGP/L, CSG-4/15, ESGs, EWTGPAC/LANT, NBGs

### Specialization Tours

- **Locations:** NPS, NAWDC Fallon, Denver MTC, ONI, WHOI, and others...
- Very specific mission/skills development
- Own TTP, Curriculum development and TACDEV/experimentation

### Fleet Engagement

- MISSILEX Program
- War gaming and Analytics
- Engage OPNAV requirements process
- Symposium participation
- Waterfront Engagement & training

*Specific Missions – High Visibility*

*Improve Organizational Learning*

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## WTI Selection Board Lessons Learned

- **Sell yourself to the Board!**
- **Attention to detail**
- **Personal letter must reflect genuine desire and convey potential**
- **Boiler-plate recommendation letters are transparent to the board**
- **Superior performance at sea is a must!**
- **Missing At-sea CO recommendation letter**
- **Commitment to Navy career and 3 yrs production tour carries weight**
- **Passing the PFA matters!**



# Graduate Education Opportunities for Warfare Tactics Instructors

Every Warfare Tactics Instructor will have an opportunity to pursue Graduate Education and will be very competitive for highly desired programs. Factors affecting feasibility of specific grad-ed programs include timing of WTI courses of instruction, WTI production tour requirements, an officer's academic and professional background/performance, and when an officer reaches required class-up date for Department Head school.

## INSTRUCTOR PROGRAM (24/12)

- Available to WTIs !
- 36 month tour that includes 24 months as an instructor followed by 12 months of duty to support graduate education at the school of your choice (no separate PCS move authorized)
- Uses Graduate Education Voucher
- RJCSRB required

## NAVAL POSTGRADUATE SCHOOL DISTANCE LEARNING

- Sites located throughout!
- Classes administered once a week during on-duty hours via VTC, Blackboard Collaborate, Zakai
- Maximum 3 year service obligation
- [www.nps.edu](http://www.nps.edu)

## NAVAL WAR COLLEGE FSP

- Graduate Degree Program (GDP)
- In conjunction with JMPEI
- Must be Fleet Seminar Program (Core)
- Only nine semester hours of elective coursework !

## NPS WTI FELLOWSHIP

- Bundles NPS resident educational opportunities, WTI training & WTI Production tour
- Uses academic programs as force multiplier for tactics development and analysis
- Ensures NPS' research remains relevant to Fleet Needs
- Very few quotas!
- RJCSRB required

## GRADUATE EDUCATION VOUCHER

- \$20,000 per FY for 24 months
- Education during off-duty hours
- Open to O3-O5 Active Duty URL
- Maximum 3 year service obligation (3 months obligation for one month of paid education)
- Numerous quotas available
- NAVADMIN 152/16

## FELLOWSHIPS

- Pol-Mil Master's Program
- Service obligation applies
- Open to O3+
- NAVADMIN 152/15
- NAVADMIN 064/15
- Graduate Degree Program (GDP)
- In conjunction with JMPEI

## FLEET SCHOLAR EDUCATION PROGRAM

- Accredited graduate school of your choice!
- Navy talent management initiative
- 7 quotas available (NAVADMIN 108/16)

## CONTACT:

- Your Detailer for best Grad-ed option
- [SWO\\_WTI@navy.mil](mailto:SWO_WTI@navy.mil) for WTI programs



- Instructor Program (24/12)
- Graduate Education Voucher (GEV)
- NPS WTI Fellowship
- NPS Distance Learning
- FSEP
- Naval War College
- Fellowships

Naval  
Surface and Mine  
Warfighting  
Development Center



**WTI — Committed to Educating our Top Tactical Athletes!**